



ANNUAL REPORTS
The
One Hundred Third and Fourth
of the
CONGREGATIONAL
EDUCATION SOCIETY
and the
Eighty-seventh and Eighty-eighth
of the
CONGREGATIONAL
PUBLISHING SOCIETY

1920-1921

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Congregational House,
14 Beacon Street, Boston, Mass.

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EDWARD M. NOYES, D.D., Mass.

*This not by
appt. Natl Council*

ANNUAL MEETING CONGREGATIONAL EDUCATION SOCIETY

The Annual Meeting of the Congregational Education Society was held in connection with the meeting of the National Council in Los Angeles, July 5, President Dean Charles R. Brown presiding.

President Bennett of Doane College made the opening prayer.

The minutes of the last meeting were read and approved.

The reports of the Treasurer and the Board of Directors were presented by Secretary Sheldon.

Dr. Herbert Wright Gates spoke for the Missionary Education Department and the following resolution presented by Secretary Marion Bradshaw was adopted:

Resolved, That we request the National Council to recommend to all the churches the observance of a Vocation Day, on which the need for leaders in religious work shall be presented before Congregational young people and their parents, and that the last Sunday in February be designated for this purpose.

The following officers were elected:

Officers

President, CHARLES R. BROWN, D.D., LL.D.
Vice President, WILLIAM HORACE DAY, D.D.
Recording Secretary, REV. FRANK M. SHELDON
GENERAL SECRETARY, REV. FRANK M. SHELDON
TREASURER, MR. JOSEPH B. ROBSON

Directors

Term Expiring 1927

WILLIAM HORACE DAY, D.D., Conn.
REV. VAUGHN DABNEY, Mass.
REV. HORACE HOLTON, Mass. (A.M.A.)
PROF. L. A. OLNEY, Mass.
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MR. H. H. HILTON, Ill.
PROF. L. A. WEIGLE, Conn.
MR. PERCY R. ZIEGLER, Mass.

Term Expiring 1923

To confirm the ad interim election of Rev. Judson L. Cross, Mass., to succeed Rev. William T. McElveen, D.D., and of Judge Alfred Coit, Conn., to succeed Rev. Lewis T. Reed (Extension Boards).

Term Expiring 1925

To confirm the ad interim election of Mrs. Cornelius Patton, Mass., to succeed Mrs. Miriam Choate Hobart (W. H. M. F.) and to elect Mr. J. J. Tillinghast, Mass. to succeed Mr. H. R. Gibbs, resigned.

Corporate Members at Large

Term Expiring 1927

REV. E. C. CAMP, Mass.
REV. ERNEST B. ALLEN, D.D., Ill.
MARQUIS EATON, Ill.
HON. T. C. McMILLAN, Ill.
STEPHEN A. NORTON, D.D., Mass.
EDWARD M. NOYES, D.D., Mass.

Term Expiring 1923

REV. HORACE HOLTON, Mass.

Secretary M. J. Bradshaw spoke on the topic, "Some Preliminary Studies in Ministerial Supply."

Dean Charles R. Brown presented the topic, "Recruits for Christian Leadership."

Meeting adjourned.

F. M. SHELDON, *Recording Secretary.*

*This program of the Ed Soc is
the same as that published in the Minutes of the
National Council.*

CONGREGATIONAL EDUCATION SOCIETY

F. M. SHELDON, *General Secretary*

The Board of Directors of the Congregational Education Society has held seventeen meetings since the last National Council gathering. The average attendance at these meetings has been sixteen and the total expense, \$1,394.

The Board has sought to develop the program and do the work committed to it by the National Council as best it could with the resources placed at its disposal by the churches. To help in the solution of every educational problem in the home, the local church and in the school is a challenging task. The work has been divided into departments, in an effort to give more expert attention and leadership to its various phases. In addition to executive secretarial leadership for these departments, a standing committee of the Board studies the work in each and recommends desirable action. It has been a question of selecting most important things and leaving untouched much which should have been done.

The biennium which closed May 31, 1921, has been one of expanding life and effort for the Society. The time and energy of general, departmental and district secretaries have been taxed to the utmost by the growing demands from the churches for the service the organization is prepared to render. In fact, the interest of the churches and their calls for assistance have grown so rapidly that national and district secretaries could have made more than double the appointments had time permitted. To meet the demands of the churches our districts should be smaller and the number of our workers increased.

CHANGES IN PERSONNEL

During the period we have lost from our secretarial force through calls to other fields Rev. Miles B. Fisher from the

Department of Missionary Education, Rev. Milton S. Littlefield from the New York District, and Secretary Arthur W. Bailey from the New England District. The Board of Directors made fitting recognition of the service of these loyal leaders at the time of their departure.

The place made vacant by Dr. Fisher's resignation is being splendidly filled by the Rev. Herbert Wright Gates, who is proving himself specially well equipped for the task. Secretary Bailey's place is being filled by the Rev. W. Vernon Lytle, who has excellent training for the work. Secretary Littlefield's place has been filled by the Rev. George R. Andrews, who gives promise of strong leadership.

In the spring of 1920 Miss Mabel E. Patten, our practical, capable and whole-hearted educational assistant, was called to her reward. Mrs. Millicent P. Yarrow has begun her work as successor to Miss Patten, and is already fitting into the place most acceptably.

The Society was unusually fortunate in securing Rev. Paul R. Reynolds as associate to Dr. Gammon. He has fitted into and taken his full share in all phases of the work most happily. We regret exceedingly that he must close his work with our Society this summer, but rejoice in the splendid leader the American Board is securing in him.

It has been necessary for the General Secretary to carry the work of three departments in addition to having general oversight of the Society's entire program. Some relief has now come. The long search for a Student Secretary has been crowned with success by the acceptance of the Rev. Marion J. Bradshaw, a man with exceptional educational training and background. A greatly needed Young People's Secretary will be secured as soon as our income warrants.

FINANCIAL

Financially the first year of the two has been the most successful in the history of the Society. The total receipts for the year 1919-20 were \$140,339.39 as against \$121,276.47 the preceding year. Gifts from the churches and individuals were \$94,176.96 as against \$72,245.57 the preceding year. The receipts from legacies were \$24,495.18 as against

\$30,084.57 the preceding year. The total receipts for the year 1920-21 were \$151,717.71. Of this amount \$106,212 came from churches and individuals and \$2,707 from legacies.

The financial burdens of the Publishing Society and the consequent effort to relieve this by transferring "The Congregationalist" to the Education Society and by asking this Society to pay the deficits on "The Pilgrim Elementary Teacher" and "The Church School Magazine" is proving a serious matter for the Society's finances. Neither of these were planned for in the budget, and no relief can come from apportionment until 1922. The credit of the Society will be put to the severest strain before that time arrives.

So much of what came to the Society from the Congregational World Movement was consumed in paying the Interchurch underwriting that the Society has only received \$18,672.86 for its regular budget where \$40,000 at least was estimated and anticipated.

Distributable legacies for the year have been light. One of considerable size, due to be paid last October, has not yet been received. Doubtless this is due to the difficulty of disposing of stocks and bonds to advantage. Over half the Lyman K. Seymour legacy, which is a permanent fund, has been received. This generous bequest will total around \$40,000. Legacies from the Publishing Society have not been included in legacy receipts. The deficit May 31, 1921, was approximately \$17,000. Receipts and expenditures for this year are estimated for May as this statement had to be in May 15th.

INTER-SOCIETY AND INTERDENOMINATIONAL RELATIONSHIPS

The fact that this one Society cares for the entire religious education program of the denomination and also for the educational institutions and student life phases of work, when most of the denominations have two societies covering this same ground, makes it necessary to carry a double set of interboard and interdenominational relationships. Our Society is related to the Council of Church Boards of Education in matters of educational institutions and student life, to presidents and leaders of educational institu-

tions, to the Association of American Colleges, to special committees promoting Religious Education and Bible Departments in colleges, to the Sunday School Council and the International Sunday School Association in religious education matters, to the Y. M. C. A. and the Y. W. C. A., also to the United Society of Christian Endeavor and the International denominational organization of Young People's Secretaries, to state conference superintendents and Extension Society workers, and to committees that are promoting week day religious education.

In fact, our relationships and points of contact are such, even within our own denomination, that the General Secretary got only fifteen minutes of an entire day's conference of state and national society leaders in Chicago because of the number of committees and individuals wishing to confer on lines of work and interests covered by this Society. These relationships, together with the effort to meet interdenominational obligations, often put a severe strain upon the calendar—there are not days enough. As an example of the way in which these necessary relationships consume time, the Council of Church Boards of Education, the Sunday School Council, the Congregational College Presidents Association, the Association of American Colleges, and our mid-winter setting-up conference for our total work all met in January this year, and the International Sunday School Association came the first part of February. There was little time for anything else.

INTERCHURCH WORLD MOVEMENT

The Interchurch World Movement occupied much of the time and attention of the churches during the first of the two years. Again, the scope of our Society was such as to relate us to two major departments of that organization—the American Education and the Religious Education Departments. The educational surveys are the most complete of any undertaken by the organization and have proved of real value to Congregationalists. Four people have spent considerable time analyzing and charting the data with reference to our Congregational institutions.

This data is becoming the basis for the conclusions of our special Commission on Education recently appointed by the Commission on Missions. The Carnegie Foundation has detailed two men who are working over the reports, and the Foundation is prepared to assist in seeing that they are made available for public use. They consider the surveys the most complete and valuable that have ever been made.

The Interchurch failed in the matter of raising its own expenses. This has fallen pretty heavily upon our Society and our denomination, though the burden is very light compared to that of other denominations. This Society and the educational institutions together paid underwriting to the amount of \$67,010.

CONGREGATIONAL WORLD MOVEMENT

The Congregational World Movement was started by the vote of our National Council meeting in Grand Rapids, Michigan, in the fall of 1919. There was scant time to put on so large a program as was necessary in attempting to raise \$3,000,000 additional. The plan was carried through with a reasonable measure of success, and resulted in a gross income of approximately one and a quarter millions. The Movement was a decided success from the standpoint of informing our people in regard to the missionary and educational work of the denomination.

All our secretaries, national and district, have given considerable time to this Movement. Dr. Gammon acted as Regional Director each year in Middle West districts, and Secretary Fisk acted in Ohio and Michigan last year. Dr. Gates has rendered special service in connection with the missionary education program. Where it has seemed necessary for our secretaries to give special attention to executive or promotional phases of the World Movement, it has meant corresponding neglect of the education program. It is to be hoped that the churches, state and national societies, through their regular agencies, will be able soon to care for the benevolence program without so much special organization and leadership.

WEEK DAY RELIGIOUS EDUCATION

Week Day Religious Education is upon us. Communities and even whole states are demanding it. Careful guidance is necessary to avoid tragic blunders. So far, adequate courses of study have not been produced, nor is an adequately trained leadership in sight. A special committee of our leaders is studying this field for the purpose of helping to construct a satisfactory program and furnish needed guidance to our churches.

MANUAL OF RELIGIOUS EDUCATION

The Commission on Moral and Religious Education asked the secretaries of the Society to cooperate with them in preparing their report for the National Council, which it was agreed should take the form of a Manual of Religious Education for the Local Church.

It is intended that this Manual shall be a guide for pastors and religious education workers, who desire help in working out a satisfactory program in their church and community. It is expected that this Manual will be followed by one specially to meet the need of smaller, less well-equipped churches and by pamphlets intended to adapt the program to churches in specialized types of community.

SUNDAY SCHOOL COUNCIL AND INTERNATIONAL SUNDAY SCHOOL ASSOCIATION

One of the most notable events of the biennium is the coming together of the above named organizations. The merger of functions is already complete. This brings into one body all the evangelical Protestant religious education forces in the country, and has resulted in the development of a religious education committee of the strongest religious education leaders in North America. This committee really plans the program for the united forces. Strong, united leadership is thus assured at a time when the demand upon our Protestant Christianity for a clear cut, aggressive and adequate program is most urgent.

COOPERATION WITH STATE ORGANIZATIONS AND SUPERINTENDENTS

The secretaries of this Society are instructed to cooperate with and work through State Conference organizations to the largest possible extent. Their effort to do this has been constant and the response by state superintendents and state forces under them has been most hearty. Strong state conference organization is an accepted part of our growing Congregational program. It is in every way desirable that strong national societies and strong state organizations should coordinate their effort within these states.

COOPERATION OF EXTENSION SECRETARIES

Special mention should be made of the cooperation of Extension Society forces. Carrying out the recommendation of the National Council, our secretaries have sought to put the education program and plans in possession of the Extension secretaries. Secretaries Frank L. Moore and W. Knighton Bloom have led their field workers in giving most complete and hearty cooperation. This supplements the work of our secretaries and helps to meet, in part, the growing demands upon the field for educational leadership. Secretary Bloom prepared an interesting report on educational work being done by Extension workers.

FIELD WORK DEPARTMENT IN CHARGE OF THE GENERAL SECRETARY

The Field Work Department is the principal agency for carrying the entire religious education program to the churches. The central program and that of departments, together with the necessary literature of various kinds, is prepared by the leaders of the Education and Publishing Societies. The district secretaries, with the most hearty cooperation and assistance of the Sunday School Extension Society secretaries, seek to bring the message and materials to our 6,000 local churches and church schools.

The field is divided into nine districts of varying size. Special effort has been made to meet the wishes of the

Council that the districts be made more nearly equal. In the fall of 1920 Mr. Murphy took on South Dakota and Missouri in addition to Nebraska, and Mr. Grey added Oklahoma, Arkansas and Louisiana to Kansas.

Four years of experience make it increasingly clear that most of the districts are too large. Only well equipped men educationally can meet the demands of the churches. The calls for the help our secretaries are able to render are so many that it becomes embarrassing to know how to select so little from the total to be done. Inability to do the intensive work desired has led one state to select a secretary to give all his time to this work and other states are not satisfied with the service rendered.

The service offered through these district workers covers a considerable portion of the work of the local church. Efforts to help the home and secure its cooperation in the task of training youth, to make the Sunday School an efficient agency for religious education, to provide a program for training leaders, teachers and pastors' classes, to guide and offer suggestions in young people's work, social service, missionary education and vocational guidance, especially in Christian leadership callings, is an important service.

Special institutes, district associations, state conferences, young people's conferences, Sunday School and Christian Endeavor conventions, offer national and district workers splendid opportunity for effective service.

Mrs. M. P. Yarrow as educational associate sees that the field secretaries are kept in touch with the latest literature and developments. Helpful suggestions are furnished constantly. Examinations for teacher training classes are prepared and the papers graded.

Miss Frances Weld Danielson is now giving special attention to helping the district workers with the work and problems in Beginners, Primary and Junior departments.

Miss Stella M. Jordan is in constant demand for field work, speaking at all kinds of gatherings and giving special attention to presenting the program before Woman's Unions.

Thru these efforts, covering the entire country, reaching even to the remote corners, these workers cooperate with churches and church schools, large and small, in translating the religious education vision into life.

This work is strategic and supremely important. Work with the young, while their lives are plastic, impressionable and moldable, is the supreme opportunity of the church to build a Kingdom of God in the earth.

MISSIONARY EDUCATION DEPARTMENT

HERBERT W. GATES, D.D., *Secretary*

During the last two years this Department has carried forward the work instituted during the Tercentenary period and has made some important developments.

With the cooperation of the Congregational World Movement and of a Joint Committee representing all the missionary societies a program of missionary education has been outlined and this is being steadily promoted.

1. The Program of Missionary Education in the Local Church.

The main points in this program, as stated in the Manual are as follows:

(1) A strong and representative missionary education committee in every church, charged with the duty of promoting missionary education in all departments of the church and for all ages. This committee to be organized and to work in the closest possible affiliation and harmony with the Committee on Religious Education.

(2) Systematic graded mission study and training in service as an integral part of the program in every department of the church school.

(3) Organized week-day activities and special groups for missionary education, of the types best adapted to the respective needs and interests of children, boys and girls, young people, and adults.

(4) Promotion of missionary education through the pulpit, the mid-week meeting, young people's societies, general publicity and other available agencies in the church life.

(5) Special emphasis upon the plan known as the Church School of Missions by which the attention of the entire church is concentrated upon mission study for a period of from six to ten weeks each year.

(6) Cultivation of the habit of definite, persistent prayer for our missionaries and missionary interests.

(7) Systematic giving to the support of our missionary agencies and cultivation of the principle and practice of stewardship.

(8) Provision for the attendance of selected young people at missionary education conferences and institutes.

(9) Active recruiting of young people for life service on the missionary field at home and abroad.

2. The Missionary Education Plan for Church Schools.

During the four years ending with 1920 the Tercentenary Chart plan was promoted in our Sunday schools, the total number enrolled for its use reaching as high as 1,860. About one third of this number made no reports to the Department and the extent to which they actively followed the plan cannot be determined. From the results of a questionnaire sent out in the fall of 1919, it seemed evident that the idea was a good one and that it should be continued with some changes and improvements. The present plan is the result of this study and experiment. The new plan provides for graded work as follows: (1) Special material adapted to primary pupils to be used in connection with a chart made by themselves; (2) Literature and stories recommended for Juniors where meeting in separate departments, with a special form of chart also made by themselves; (3) A special chart for Intermediates and older grades furnishing a calendar of missionary programs during the year, covering the work of all the missionary societies, and affording a graphic record of the school's attainment in missionary education and giving.

3. Original Programs.

A prominent and very valuable feature of this program has been the production of dramatizations and other forms of missionary program by classes of high school pupils and

young people. Some of these, in addition to greatly increasing the interest of those who prepared them and of the schools to which they were first presented, have been so good that they have been adopted and sent out by the societies for wider use.

4. Week-Day Activities.

Following the plans outlined by the Joint Committee on Missionary Education, the Department of Educational Publications has issued **The Mayflower Program Book**, by Jeanette E. Perkins and Frances Weld Danielson. This is an unusually effective series of missionary programs and service activities for Primary children and has been of great value.

A similar book is in preparation for Juniors and another for Primary children to be used following the one first named.

5. The Church School of Missions.

Increasing interest has been shown in this thoroughly practical plan for the promotion of missionary interest in the local church, by which a brief period each year is set apart for a series of mission studies or classes in which it is endeavored to enlist the major portion of the membership. The plan is described in detail in the Manual of Principles and Methods of Missionary Education and in special leaflets.

6. Missionary Topics for Mid-Week and Young People's Meetings.

Each year the Department selects a list of missionary topics for the mid-week and young people's meetings, providing one topic for each month. These are published in the Congregational Handbook and in a special folder for young people. Comments on the topics and suggestions as to programs are also published in **The Congregationalist**, **The Wellspring** and the various missionary magazines.

7. Missionary Education Literature.

Besides promoting the distribution and use of mission study texts such as are published by the Missionary Education Movement, the Council of Women for Home Mis-

sions and the Central Committee for the United Study of Foreign Missions, the Department has issued various pieces of special literature. These include (1) **The Manual of Principles and Method of Missionary Education**, a working outline of a scheme of organization and promotion of missionary education in the local church; (2) **Missionary Education in the Church School**, a booklet describing the chart plan for the various departments of the School; (3) **Mission Study and Service for Young People**, a folder giving suggestions on topics and methods; and various smaller leaflets. The **Graded Program of Missionary Education** is in preparation.

8. Conferences and Institutes.

The value of the summer conference or special institute for the training and recruiting of leadership for Christian service is generally recognized. An ever larger number of churches are sending selected young people to such conferences each year and finding it a wise investment.

The conferences conducted under the auspices of the Missionary Education Movement are to an increasing degree, specializing on the training of leaders and the younger delegates are being advised to go first to the denominational conferences of which more are being held each year. The Missionary Education Department is co-operating in the planning, conduct and promotion of these conferences.

9. Collection of Facts and Materials.

An important part of the work of the Department is in the gathering of data concerning the work of the boards, selecting and classifying the literature issued by them which may be available for educational purposes, collecting information regarding plans and methods worked out by various churches, and putting all this information into such form as shall make it useful to all the churches and schools.

There is evident need for a compact, well-ordered exhibit of missionary education methods and materials, which may be sent out for use at conferences and in the churches, and duplicated as needed for use in different sections of the

country. The preparation of such an exhibit has been recommended by the Joint Committee and will be prepared as rapidly as possible.

10. Correspondence, Interviews, and Field Work.

The promotion of all these plans is being constantly furthered through correspondence, personal interviews, and addresses at conferences and in the churches. This part of the work grows in volume and usefulness. The demand for speaking appointments alone makes it difficult to conserve the necessary time for the work of the office.

Pastors and leaders in the churches are invited to use the department freely and are coming to it with increasing frequency for the help which it is prepared to give.

YOUNG PEOPLE'S DEPARTMENT

IN CHARGE OF THE GENERAL SECRETARY

We spent upwards of a year on the questionnaires, investigations and conferences before deciding upon the suggestions embodied in our three pamphlets—

1. SUGGESTED PLANS FOR YOUNG PEOPLE'S WORK
2. CONGREGATIONAL YOUNG PEOPLE AND THE CONGREGATIONAL WORLD MOVEMENT
3. THE PILGRIM FEDERATION

The first of these pamphlets suggested certain important considerations for enlisting the interest of young people and the development of their lives. It suggested the various forms of young people's organizations, such as Christian Endeavor, Church School Department, Organized Class or Club, and showed the elasticity and adaptability of each. The pamphlet then indicated certain interests which might well develop into definite activities by and for young people. It was urged that in each church a Young People's Counsellor, nominated by the pastor, Sunday School superintendent and the young people, should be elected by the church to give full attention to the young people's interests.

The second pamphlet indicated the scope and meaning of the Congregational World Movement and showed how

will come out as long as I have time

the young people might share in it. It made suggestions regarding methods and materials on Christian growth, evangelism, recruits for Christian leadership, social service, missionary education, local church work, the history of your own church, stewardship, and how they might get together through the Pilgrim Federation. This material was not to be used in an additional program of meetings but was to enrich any program that they might have, or if they did not have one, to suggest one and to help them to a conscious share in the program of the denomination. This pamphlet is at present being revised and will soon be issued in its revised form.

The third pamphlet aimed to gather up the movement already started in three or four states and where there seemed to be considerable demand for something which would link all groups of Congregational young people of whatever nature in an organization intended to give them a sense of unified relationship to the denomination and its work.

Very little has been done to push the Federation. To each pastor and, without having specific addresses, to the young people's society of each church, a folder was sent together with an application blank for membership. Forty applications have been received and the certificates of membership issued. A letter has just gone from headquarters to each of these Federations, enclosing a folder on Missionary Education for Young People and one on Social Service for Young People. A very definite campaign has been started by two or three of our district secretaries to enroll societies in the Pilgrim Federation. The response in Illinois is gratifying and our workers there think that by summer at least half the young people's organizations will be members of the Federation.

To some our program seemed a bit indefinite and intangible. This was necessitated in part because the field was not clear and we had to adjust our efforts to organizations already existing and conditions as they actually were.

The growing interest in vital work with our young people is exceedingly encouraging. In the last three months

our district secretaries have visited at least twenty state conferences and probably 130 district associations. The data we have in hand indicates that in connection with nearly half of these there will be a serious discussion of young people's work on the program and a young people's supper, with a meeting following in which the young people themselves will have the major share.

All over the country there is being held an increasing number of young people's conferences such as those recently held at Haverhill and Hyde Park, Mass. Between 200 and 300 young people were at each of these conferences, the finest kind of program was put on Saturday afternoon, supper was followed by further program, and in all of this gathering the young people faced up seriously to their work in the church and in the country. Meetings of this character are steadily increasing in number.

YOUNG PEOPLE'S CONFERENCES

March 30—April 3—Kingfisher, Okla.	} Under the di- rectorship of Secretary Fred Grey
May 23—29 —Kirwin, Kan.	
May 31—June 5—Newton, Kan.	
June 13—19 —Topeka, Kan.	

The Religious Education Committee of New York State, together with Secretary Andrews, plan a young people's conference at Wells College, Aurora, N. Y., June 24—July 3.

Mr. Murphy has three in his district—June 9-15, Crete, Neb.; July 13-18, Placerville, S. D.; July 20-25, Waubay, S. D.

Miss Bundy has the Southern California Young People's Conference at Long Beach, July 25-31.

Dr. Gammon is in charge of the Young People's Conference in North Dakota, July 26-31.

The young people of Washington State unite in the M. E. M. Conference at Seabeck, Wash., and the young people of Illinois and Wisconsin are meeting in connection with the M. E. M. Conference at Lake Geneva.

Young people's work had a large place in our Massachusetts State Conference this spring.

Quietly but earnestly over the country forward looking experiments are being carried out in this field. There is a decided increase in interest and gradually lines of wise interest and development are being revealed.

BOY SCOUTS

Our District Secretaries have been made special Field Scout Commissioners for the Boy Scouts. An excellent pamphlet on Scouting has been prepared and as opportunity offers, our secretaries promote Scout work.

INSTITUTIONS AND STUDENT DEPARTMENT

REV. M. J. BRADSHAW, *Student Secretary*

During the past two years visits have been made to a group of colleges in the Middle West. Each year about fifteen have been visited. Two or three people, one of them a woman, have spent two or three days in each of the colleges, giving addresses, having informal talks with small groups, and conferring with individual students. These visits have, apparently, become a valuable part of the religious programs in a number of colleges, especially the smaller ones, and seem to have been of real benefit.

The attempt was made in these visits to direct the thought of the students toward their life career, with the service motive kept in the foreground. The primary purpose was to make an appeal for recruits for the Christian leadership callings. All visitors have sought interviews with individual students who wanted to bring to them questions regarding the choice of life-work, and wherever indication of qualification for religious work was shown encouragement was given in that direction. There have been evidences that this view-point has met with the approval of the students.

Some time has been given this year to the study of the supply of ministers in the Congregational churches. The Year Books have been studied with the purpose of graphing some of the material for an exhibit at the National Council. The attempt has, also, been made to get back of the figures in the Year Book, and to ascertain the actual conditions. This study strengthens the impression that a

statement of conditions based on Year Book figures inevitably misrepresents our actual needs.

A pamphlet has been prepared aiming to set forth a joint statement of the needs of the Congregational churches and societies they support. It is hoped that this statement will give the college student a general perspective of the needs of our churches for men.

For the coming year the department intends to develop its work along the following lines:

(1) The attempt will be made to correlate the approach of our denominational agencies to the colleges, so that the visits of society representatives may be part of a plan to present adequately the appeals of the Christian Service callings. We hope, also, to give to the college authorities every possible assistance in executing the programs which they plan.

(2) We propose to promote in the churches the observance of a Vocation Day, on which the obligation to consider carefully one's life-work may be brought to the attention of the youth of the church. To assist in making this day valuable, we plan the production of literature. It is hoped that this material may be made valuable also for young people's conferences.

(3) At the request of secretaries of our denominational agencies interested in recruiting, and in accord with suggestions made by various denominational leaders, the Student Secretary intends to give a considerable share of his time and thought during the coming year to the careful study of the whole question of our ministerial supply. In his visits to colleges and universities he will have an interest in ascertaining why the Christian ministry is not attracting our Congregational students. The study made so far, and the reading of many conflicting statements of the facts in this matter, convince one of the need of having a thoroughgoing and scientific study of the whole matter.

(4) The Student Secretary plans to spend considerable time during the coming year visiting university centers where the society is supporting student work. He

feels the need of getting first hand knowledge of the problems in the universities.

(5) In the way of literature, aside from that already mentioned for use on Vocation Day, the department plans two new pamphlets for use with students, one to present to young men, the other to young women, the various fields of service open under the different Congregational Church agencies. It is hoped that these may be made concrete enough to be attractive, and yet general enough to be valuable for more than one year.

SCHOLARSHIPS, 1919-1920

Theological Seminaries

Andover	6	Lane	1
Atlanta	2	Oberlin	13
Auburn	2	Pacific	4
Bangor	11	Redfield	7
Chicago	15	Talladega	5
Hartford	11	Union Theo. Col.	7
Harvard	1	Union Theo. Sem.	10
Howard	1	Yale	4

Colleges

Bates	4	Marietta	1
Boston Univ.	1	Middlebury	1
Bowdoin	3	Northland	1
Brown	1	Oberlin	2
Dartmouth	1	Yankton	1
Fairmount	1	Brooklyn Hospital	
Harvard	1	Medical Dept.	1

TOTAL

Theological Seminaries	100
Colleges	19
Ward Scholarships	6
Total	125

SCHOLARSHIPS, 1920-1921

Theological Seminaries

Andover	7	Oberlin	12
Atlanta	2	Pacific	1
Bangor	8	Talladega	6
Boston Un. Sch. Relg.	1	Union Th. Col.	7
Chicago	13	Union	7
Hartford	8	Yale Divinity Sch.	8
Howard	1		

Colleges

Bates	3	Northland	1
Bowdoin	1	Oberlin	6
Brown	1	Radcliffe	1
Dartmouth	3	Redfield	10
Middlebury	1	Harvard Medical	1

TOTAL

Theological Seminaries	81
Colleges	28
Ward Scholarships	5

Total	114
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The amount of these scholarships has been \$75.

COLLEGES

During the past two years American colleges have faced the most serious financial difficulties of their history. The increased cost of everything during and at the close of the war necessitated an increase of at least 50 to 75 per cent. in budget in order to do the same work that was being done before the war. This means that a school which had a budget of \$100,000 before the war, with an income from endowment of \$50,000 and from student tuitions and fees of \$30,000, and thus had \$20,000 a year to raise, now has a budget of from \$150,000 to \$175,000. Unless the endowment has been increased or income from student fees, that leaves an annual deficit at present of \$75,000 to \$90,000 as against a \$20,000 deficit before the war. While these fig-

ures would vary greatly for different institutions, this indicates the burden that has been laid upon our colleges, large and small.

In addition to this, a considerable number of these schools have had far more applications than they could accommodate. They have overtaxed their facilities and put extraordinary strain upon the teaching force to accommodate as many as seemed safe, but an adequate increase of facilities and of teaching force meant a still greater financial burden.

This situation has taxed to the utmost the abilities of college presidents, teaching force and boards of trustees. It has meant anxious days and nights. It has crippled the work of many fairly well equipped schools and now threatens the very existence of from six to ten of our own colleges. The gravity of the situation cannot be overstated. We Congregationalists must get under this load in a new way or a number of our colleges which have real fields and will have much larger fields in the days to come must close their doors.

Academies, training schools and theological seminaries have faced exactly the same situation, been handicapped by the same financial burdens, and are still facing these serious problems. This period has also been an exceedingly difficult one in the inner life of many schools. The war unsettled most everything, and the life of the colleges did not escape. Problems of discipline and of maintaining educational standards have been far more serious than in ordinary times. The reaction and moral slump throughout the country following the war did not skip the colleges. Fortunately the tide seems to be turning for the better in these particulars.

ACADEMIES

Educators are increasingly convinced of the importance of the high school or academy period in the development of our youth. One of the serious problems faced by colleges in attempting to order the life of the students in wholesome ways is the lax and careless habits of social and study life during the four years before the young people

come to college. The average home does not exercise the guidance and control over its youth that the college must exercise if its study and social life are to be satisfactory.

This fact emphasizes in a peculiar manner the value of the academy, where it is possible to have complete charge of all the students' activities and thus develop a Christian community life. No one can doubt the real value of training in a good Christian academy for young people who otherwise would have neglect on the part of the home and be permitted to indulge in excess of social life. However, the American people are and should be great believers in their public school system, and if homes and local churches did their full duty, there would be much less justification for providing Christian academies. Most of our American homes do not feel the value of distinctly Christian environment and influences during this period such as an academy can give. Thus the problems of attendance at some of our academies and of financing most of them have been exceedingly difficult. At least one well equipped Christian academy in each of our states would, in the judgment of many people, be a splendid asset.

TRAINING SCHOOLS

Our training schools are of two kinds: (1) to fit people, primarily young women, for specialized types of Christian service such as leading the churches in their work with immigrants, or acting as assistant pastors and directors of religious education; (2) schools intended to help belated students and others who, for any reason, find it impossible to take a full college and seminary course, to get a reasonable preparation for the ministry and other religious leadership callings. The demand for leaders of both these types is large and far in excess of the supply. The demand for the former type is due to the growing interest of stronger churches in special help in connection with our newcomers and to the rapidly growing interest of our churches in religious education together with their sense of the strategic opportunity offered in work with boys and girls and young people. The demand for the other type of school grows out of the shortage of ministers and the large number of

small churches which offer both inadequate opportunity and inadequate compensation, together with the difficulty for some of these people in securing a more complete preparation.

Another demand for the theological training school comes from the fact that many of our smaller churches in attempting to secure leadership will otherwise draw upon schools whose theology is narrow and even freakish, where there is an emphasis on points of view generally injurious and divisive. Something of the problem here can be seen from the fact that 46 training schools in the various denominations, including the Salvation Army, Y. W. and Y. M. C. A., had a total enrollment of 2,945, while two schools of the other class had a total enrollment of 2,161 students. Of course many of these latter will not become professional Christian leaders.

Thus the choice with many of those who are seeking leaders for some of our churches is not between fully trained and thoroughly equipped men and women, but between moderately well trained and equipped leaders who have the Congregational spirit and point of view and still more poorly trained and equipped leaders who have certain attitudes and points of view which are often exceedingly damaging.

THEOLOGICAL SEMINARIES

Theological seminaries suffered in the matter of enrollment perhaps more largely than any other institutions because of the war. Many of them have not yet returned to the normal attendance. These schools are really the climax of our entire religious and Christian education program. Unless they are kept strong, and unless our homes and churches give their finest sons and daughters to be trained for leadership in these institutions, all other things together cannot give satisfactory life to our churches. The type and character of our leadership is fundamentally important. The denomination which does not produce its own ever increasingly good quality of leaders has supreme cause for serious concern.

Every minister and every church and every leader in our

denomination should make it their business to create that character of Christian life in our homes and churches and schools which will in the most natural way bring the very finest of our youth into Christian leadership callings. Congregationalism ought to get back of its theological institutions with new insight and vigor.

During the two years the Education Society has aided through its own regular budget Billings Polytechnic Institute, Fairmount, Fargo, Kingfisher, Northland and Tabor Colleges; Pacific University; Franklin, Iberia, Kidder, Thrall and Ward Academies; Schaufler Missionary Training School, Congregational Training School for Women, Union Theological College, Redfield College, and Atlanta Theological Seminary. All these are also in the special allocations through the Congregational World Movement. In addition, effort is being made to aid through that Movement the following:

COLLEGES AND UNIVERSITIES

Beloit	Middlebury
Carleton	Olivet
Colorado	Piedmont
Doane	Pomona
Drury	Ripon
Fisk University	Rollins
Grinnell	Washburn
Howard University	Wheaton
Knox	Whitman
Marietta	Yankton

ACADEMIES

Benzonia	Pillsbury
Country Life	Thorsby Institute
Endeavor	Latin American

SEMINARIES

Bangor Theological	Hartford Theological
Chicago Theological	Hartford Sch. of Rel. Peda.
Pacific Sch. of Religion	Kennedy Sch. of Missions

TAX SUPPORTED COLLEGES AND UNIVERSITIES

Before the Civil War an overwhelming preponderance of all college graduates came from schools founded by the Christian church. Today there are more students in tax-supported colleges and universities than there are in church institutions. Thousands of students from our finest homes are in attendance at these schools. At each of two of them viz.: the University of Michigan and the University of Wisconsin, there are over 1,000 Congregational students.

The attendance at practically all these state school centers has increased tremendously this last year; in fact, some of them are simply swamped by numbers. Being tax-supported, it is almost impossible for them to limit the enrollment. Several of the largest had from 7,000 to 9,000 in attendance during the regular school year which has just closed.

In an organized, official way it is practically impossible for many of these institutions to do very much for the religious life of their students, though in some states something is being done. The great number of students in itself makes a difficult life problem. In many cases it is utterly impossible for the local church, with its own resources, to meet this opportunity and responsibility. If our young people who attend these institutions are to have the attention they deserve, the church must provide workers and funds to cooperate with the local churches in these centers.

The state provides everything along the line of their intellectual and physical training. There they are, gathered together wholly at the expense of the state. For the expense of putting in workers and cooperating with our local churches we can get at large numbers of our students, where, if it were necessary for us to provide the entire school facilities, it would cost us millions in endowment and other millions in equipment. There is no place where at so little expense we have an opportunity to count so tremendously.

In a number of these centers we ought to do more than help provide funds for additional workers. More adequate equipment is sorely needed, and it is impossible for the local

church alone to provide this equipment. The denomination could make no better investment of a million dollars than to use it in aiding a considerable number of our churches where these institutions are located to provide adequate equipment for religious education, social and preaching services.

The Education Society has been cooperating with state conferences and local churches in the support of this work for over ten years. The work calls for as strong a type of leader as it is possible to secure. The Society ought to be in a position to secure the best equipped men and provide salaries sufficient to retain those who show special strength and ability in the work.

During the past year aid of some kind, either to secure a stronger ministry in the local church, provide student helpers, or an all-time University pastor, has been given in the following institutions:

University of California
University Farm School (Davis, Cal.)
Leland Stanford University
University of Colorado
State School of Mines
University of Illinois
Iowa Agricultural College
Iowa State University
University of Kansas
Kansas Agricultural College
University of Michigan
Michigan Agricultural College
University of Montana
University of Nebraska
New Hampshire State College
State College of Agriculture (New Mexico)
Cornell University
University of North Dakota
Ohio State University
University of Oregon
University of Vermont
University of Washington
University of Wisconsin

SOCIAL SERVICE DEPARTMENT

REV. ARTHUR E. HOLT, PH.D., *Secretary*

The work of the Social Service Department for the last biennium shows certain very distinct marks of progress. Not only has the Department developed its work with the Education Society, but the needs of the time also indicate that social reconstruction must be based on a thorough-going foundation of social education. (Better social action will come when we have paid the price of educating our people in the ideals and methods of a better social order.)

RESEARCH SECRETARY

The most important addition to the work of the Social Service Department during the past years is the addition of a Research Secretary. Miss Agnes H. Campbell, a graduate of Wellesley College and a special student in social and economic research, has been employed as Research Secretary. Miss Campbell has in her work with the Government and in connection with the research work of the Interchurch World Movement shown remarkable ability. Her office is in New York City where she becomes part of an interdenominational staff of workers who are co-operating in industrial research under the leadership of Mr. F. E. Johnson of the Social Service Department of the Federal Council of Churches. A number of denominations are contributing to this co-operative plan, and its development to its present state of efficiency is probably the most notable accomplishment of the Social Service Departments of the various denominations. The work of this co-operative research bureau is along two lines, first in the production of social service studies for discussion groups in the churches, and second through its Information Service and Book Reviews it seeks to provide the facts which are vital to the Christian program of brotherhood. This Information Service is published bi-weekly, and goes to a large list of subscribers. It is being largely used by the religious press as a source of social information. It is meeting a real need of the church and the ministers. Special reports from time to time, such as the Deportations Report

recently published, are put out by this Bureau. Mrs. Willard Straight has recently contributed liberally to the annual budget of the Research Department, and there seems to be ample ground for optimism regarding the development of this work.

Two study courses have recently been published, one entitled "The Christian View of Work and Wealth," the other one which is just coming from the press entitled "The Practice of Citizenship." They are for use in discussion classes in the churches. Several other courses are in process of publication.

INDUSTRIAL CONFERENCES

Another important development during the past year has been the development of Industrial Conferences in the various cities in which ministers and laymen and representatives of labor unions have come together to discuss the problems of industry and practical plans for bettering present conditions. Your Secretary has participated in Conferences in Cincinnati, Dayton, Chicago, Wichita, St. Paul, Portland, and Sacramento. If these Conferences do no more than emphasize the need of more conscientious effort in social education on the part of the churches, they will have justified themselves.

SOCIAL EDUCATION

In co-operation with the Congregational Education Society it has been the purpose of the Secretary to more and more integrate the work of the Social Service Department in the general educational program of the Congregational Education Society. The resolutions passed at the Conference of National and District Secretaries of the Congregational Education Society at Chicago express objectives which are shared in by the Social Service Secretary and the Field Secretaries of the Society.

"With reference to Social Education, we express our judgment

(1) That the Open Forum and Discussion Group have distinct value in the dissemination of knowledge and in creating community consciousness and cooperation.

To be most successful such groups should be conducted under skilled leadership and such guidance as shall prevent them from degenerating into mere debate or aimless dis-

cussion. Their success does not necessarily depend upon ability to secure prominent speakers but rather upon the right use of the resources of the community.

As a practical help in this work we recommend that lists of available speakers similar to those sent out by the Social Service Department be prepared by each of the State and District offices.

(2) That knowledge of the facts is absolutely essential to the creation of intelligent Christian judgment on moral issues. Reliable information should therefore be given to pastors and the members of churches.

Where such information is not available from trustworthy and impartial sources, it may become necessary for the Christian forces to make such investigations as are essential to the discovery of the facts.

Whenever this is done we believe that:

- (a) It should be carried on as an interdenominational enterprise.
 - (b) The investigation should be made by persons who are impartial in attitude and thoroughly competent in the technique of scientific research.
- (3) That as a means of more effectively promoting Social Education, there is need for the following types of literature:

- (a) A Manual of Principles and Methods of Social Education, together with special leaflets on topics calling for fuller treatment and illustration, such as the Forum and Discussion Group, Social Activities in Special Types of Fields, etc.
- (b) Study material suitable for each grade or age-group. For the elementary grades this should take the form of suggestions to teachers that will enable them to interpret the social aspects of the regular lessons and activities of the program. For young people and adults there is need of more special courses along these lines.

We recommend that the Social Service Department secure the revision of the list of available material presented by Dr. Weston with such classification and annotations as shall make it a helpful guide, and that this list be distributed to the field secretaries as soon as possible.

We also recommend that the Department endeavor to secure the preparation and publication of additional courses in Social Education."

Two courses have been produced during this past year for use in Discussion Groups, "The Bible as a Community Book," "The Bible as a Rural Book."

SOCIAL SERVICE MANUAL

A Social Service Manual is now being prepared to be placed in the hands of the pastors and chairmen of Social Service Committees, both local and state, which will set forth practical working plans to be used by the churches in adapting their work to the needs of their communities. This Manual will be ready for use by the first of September.

BROTHERHOOD WORK

A great deal of correspondence has come to this office during the past two years relative to the development of men's work in the various churches. The Secretary has also attended several National Conferences which had as their purpose the furthering of the brotherhood work of the American churches. The recent organization into a Federation of the Representatives of Brotherhood Work and Men's Work in the Various Churches ought to stimulate a much needed development along this line. So far as the Secretary has time he will be glad to co-operate in promoting this department of the church.

COLLEGE SURVEY

At the request of the Congregational World Movement the Secretary consented to act as Secretary for the special committee appointed to survey the Congregational College of which President King is the Chairman. This has taken a great deal of time, and has called for considerable expenditure of energy in the visitation of the Colleges all over the Central West and the South. Because of heavy demands upon his time for the coming year it will not be possible to continue this work with the College Survey Committee.

PROGRAM OF THE COMMISSION

The Social Service Commission during the past year has held two regular meetings at the time of the Secretaries' Mid-winter Conference in Chicago. One session was held in connection with Field Secretaries of the Educational Society. It seemed to the Commission that all the agencies for social education, especially the Open Forum and the Forum Discussion Class, should be promoted as rapidly as

possible among the churches. The lack at the present time seems to be in the churches rather than in the groups which are producing literature for use by the churches. The Study Courses which are available are not used in any general way, and the blame for this must rest at the door of the pastors and educational leaders who are not promoting the study of Social Courses among their people.

FINANCIAL STATEMENT June 1, 1919, to June 1, 1920

Dr.

Receipts

1919, June 1, Balance		\$	980.97
Donations: Undesignated	\$72,920.66		
Colleges	11,438.95		
Academies	8,156.29		
Univ. Pastors	1,661.06	94,176.96	
Legacies	8,356.92		
Annuity Gift	1,500.00		
Social Service Department donations ...	1,691.25		
Religious Education " " ...	1,020.00		
Tercentenary Plan in S. S.	110.05		
Interest on Bank balances and rebate of tax National Bank stock	15,460.62		
C. P. S. Legacy Fund	16,138.16		
Investments sold or liquidated	904.46	139,358.42	
			\$140,339.39

Cr.

Payments

Students	8,124.50
Colleges	26,581.07
Academies	4,808.32
University Pastors	8,735.02
Social Service Department	7,987.83✓
Religious Education " "	36,194.72
Missionary " "	6,537.67
Field Work " "	3,632.80
Religious Day School Work	225.00
Young People's Department	475.90✓
Educational Publications Department ...	3,282.38
Sunday School Council Evangelist De- nominations	129.15
Council Church Boards of Education ...	1,766.48
Student Workers Conference	180.00
Student Life Department	25.53
Recruiting Work	1,210.48
Tercentenary Plan in S. S.	
Salaries. F. M. Sheldon	4,000.02
E. S. Tead	900.00
H. M. Nelson	83.33

Tercentenary Chart in Sunday School..	95.91	
Borrowed, net	14,000.	
Miscellaneous expenses refunded and literature sold	650.49	162,096.33
		\$165,595.90

Cr.

Payments

Students	8,763.68	
Colleges, Academies, University Pastors, Theological Schools	43,435.14	
Religious Education Department	47,348.56	
.. Social Service	10,131.30 ✓	
Missionary Education	11,328.80	
Student Life and associated work	2,866.20	
General Field work	4,101.39	
Religious Educational Publications	8,914.01	
Sunday School Council	437.	
Council Church Boards of Education...	895.	
Tercentenary Chart in S. S.....	51.73	
Salaries: F. M. Sheldon	\$4,958.27	
H. M. Nelson	116.64	
S. F. Wilkins	499.96	
M. E. Clarke	1,393.29	
L. O. Tead	1,175.	
A. B. Hatheway	1,260.	9,403.16
Field Secretary, S. M. Jordan	1,200.	
Rent, Printing, and Postage	3,543.62	
Traveling Secretaries and assistants	2,340.33	
" attendance of Directors at meetings	852.09	
Refunded to W. H. M. Us and Federation	1,558.16	
The American Missionary	1,970.43	
National Council	8.77	
Missionary Education Movement	189.25	
Annuities	492.17	
Summer Conferences	64.	
Investments, net	699.80	
Interest	585.71	161,180.30

Balance, May 31, 1921 4,415.60

\$165,595.90

Special Fund for Educational Institutions

Received from Congregational World Movement..	\$254,205.30	
Paid to Colleges, Academies, University work and Theological Schools.....	\$122,023.03	
Underwriting \$66,000 & Int on the same, \$1,010.44	67,010.44	
Paid back to C. W. M. for expenses ...	32,426.83	
" " " W. H. M. U.	3.50	
Share of Congregational Educational Society	22,645.24	244,109.04

Balance, May 31, 1921 10,096.26

Distributed June 16, 1921.

ANNUAL MEETING CONGREGATIONAL PUBLISHING SOCIETY

The Annual Meeting of the Congregational Publishing Society was called to order by the president, Dean Charles R. Brown in Los Angeles on the morning of July 5.

The minutes of the last meeting having been sent to all delegates in printed form, it was voted to accept them without reading.

The report of the Board of Directors was presented by Secretary Sheldon.

Since the officers and Board of Directors are the same as those of the Education Society it was voted that the Secretary cast one ballot electing these same officers. The officers thus elected are:

Officers

President, CHARLES R. BROWN, D.D., LL.D.
Vice President, WILLIAM HORACE DAY, D.D.
Recording Secretary, REV. FRANK M. SHELDON
General Secretary, REV. FRANK M. SHELDON
Treasurer, MR. JOSEPH B. ROBSON

Directors

Term Expiring 1927

WILLIAM HORACE DAY, D.D., Conn.
REV. VAUGHN DABNEY, Mass.
REV. HORACE HOLTON, Mass. (A.M.A.)
PROF. L. A. OLNEY, Mass.
MR. H. H. HILTON, Ill.
PROF. FRANK G. WARD, Ill.
PROF. L. A. WEIGLE, Conn.
MR. PERCY R. ZIEGLER, Mass.

Term Expiring 1923

To confirm the *ad interim* election of Rev. Judson L. Cross, Mass., to succeed Rev. William T. McElveen, D.D., and of Judge Alfred Coit, Conn., to succeed Rev. Lewis T. Reed (Extension Boards).

Term Expiring 1925

To confirm the *ad interim* election of Mrs. Cornelius Patton, Mass., to succeed Mrs. Miriam Choate Hobart (W. H. M. F.) and to elect Mr. J. J. Tillinghast, Mass., to succeed Mr. H. R. Gibbs, resigned.

Corporate Members at Large

Term Expires 1927

REV. E. C. CAMP, Mass.
REV. ERNEST B. ALLEN, D.D., Ill.
MARQUIS EATON, Ill.
HON. T. C. McMILLAN, Ill.
STEPHEN A. NORTON, D.D., Mass.
EDWARD M. NOYES, D.D., Mass.

Term Expiring 1923

REV. HORACE HOLTON, Mass.

Dr. Howard Bridgman speaking for the Congregationalist thanked the group for the loyalty shown him during the last few years and made a plea that this same loyalty and cooperation be given his successor and that he be given a fair chance to make good.

Dr. W. T. McElveen voicing the sentiment of those present moved that the Committee on Resolutions of the Council put all the heart and feeling that it could into a resolution of appreciation for Dr. Bridgman.

Dr. Edward D. Eaton moved that a special committee be appointed to meet with the Council Resolution Committee to bring in such a resolution putting into it all that the Society felt ought to be put in in order to express its feeling toward Dr. Bridgman and his work with the Congregationalist.

Dr. W. T. McElveen, Dr. G. G. Atkins, and Deacon Sanford of Connecticut were appointed to serve on this special Committee.

Meeting adjourned.

F. M. SHELDON, *Recording Sec'y.*

THE PUBLISHING SOCIETY
CONGREGATIONAL PUBLISHING SOCIETY

F. M. SHELDON, *General Secretary*

The nearly two years since the last meeting of the National Council have been difficult for the Publishing Society. From the time of that meeting until December, 1920, everything having to do with the publishing business steadily increased in price, wages, materials, printing, binding, freight, express. This meant constantly increasing the price of our product and even then sometimes selling at a loss. As an example, during all of 1920 paper for *The Congregationalist* cost over four times what it cost in 1914. Only in the last three months has a first slight reduction been made. Since the price could not easily be increased, it meant a four-fold increase in deficit on *The Congregationalist*.

Added to these climbing costs was the constant difficulty of getting things produced at all. At times books have been at the binders for eight months and it was impossible to get them for our customers.

The question of distribution has been equally perplexing. Unatisfactory postal service, slow and often careless express and freight service have added to the difficulty of serving our customers.

Editing, printing, publishing, buying, promoting, selling (wholesale and retail) and distributing such a variety of publications as the Publishing Society handles is at best a complex and difficult business. It is not easy to find sufficiently expert leadership to guide such a diverse business successfully, especially in troubled war times. Some things which could be done under pre-war conditions could only be done with greatest difficulty and even risk under war conditions, and yet the pressure was such as to make readjustment necessary, though exceedingly difficult.

The Publishing Society does not pretend to have given our churches satisfactory service, under these adverse con-

ditions, or any such service as it is determined to render and knows it must render in the future. There has been abundance of criticism, much of which was warranted, and much of which was not warranted. It is simply desired that the constituency realize the difficulties we have faced, and that it has taken the most strenuous effort to keep the Society going at all.

BUSINESS MANAGER

Mr. Albert W. Fell, who became business manager in January, 1919, resigned in November, 1920. During that period the Society just held its own. Since then a corporating committee has sought to coordinate and readjust the business activities. At the May meeting of the Board of Directors, Sidney A. Weston, Ph.D., was elected acting business manager. Dr. Weston will be able completely to coordinate educational and business functions, and furnish strong business leadership.

REORGANIZATION

In November a special Reorganization Committee, consisting of nine members of the Board of Directors, with the assistance of secretaries and department heads, was asked to make a careful study of the work of the Society, with a view to reorganizing where desirable. As a result of this study it was made clear that we could no longer print our own uniform periodicals and papers to advantage. It was therefore decided to syndicate these, as we have done for some time past with the graded lessons. This will mean a large saving in cost, and at the same time not impair the quality of our product. However, this removes so large a portion of the printing at the plant as to necessitate considerable readjustment there. The Circulation Department of *The Congregationalist* was placed under Mr. Cobleigh and the circulation of educational publications under Dr. Weston.

CONGREGATIONALIST

Upon recommendation of the Commission on Missions and the Executive Committee of the National Council, it was voted to transfer *The Congregationalist* to the Educa-

tion Society until the meeting of the National Council. This seemed necessary because of the too heavy financial burden the paper, with its necessary deficit, was laying upon the Publishing Society. The Committees of the Council recommending this action assured the Education Society that an effort would be made to have that Society's apportionment increased sufficiently to meet the added burden.

RELIGIOUS EDUCATION MAGAZINES

The Education Society was also called upon, temporarily at least, to relieve the Publishing Society by carrying the necessary deficit on the Pilgrim Elementary Teacher and the Church School Magazine. These papers have such value in developing the educational program which the Education Society exists to carry forward that this expense seemed justified, even though temporarily rather heavy, especially when it was necessary to relieve heavy pressure upon the Publishing Society.

TREASURER

Mr. Harry M. Nelson, treasurer since the fall of 1916, resigned to take effect December 31, 1920. He gave the Society faithful service during the four years of his treasurer-ship. Mr. Joseph B. Robson, a man of considerable accounting experience, has been elected to the position and is reorganizing the Accounting Department in accordance with plans jointly worked out by himself, the Business Committee and the auditor.

FINANCIAL

During the period the business of the Society has increased from \$757,949.66 for the year ending February 28, 1919, to \$1,135,431.31 for the year ending February 28, 1921. However, most of this increase has been due to increase in sale price of materials sold rather than to actual increase in the amount of materials.

On other pages will be found the annual statements for the past two years. An analysis of these statements shows for the year ending February 28, 1920, total sales of \$921,-249.33, total cost of materials plus all expenses of \$900,066.-

71, leaving a profit of \$21,182.62. In the meantime inventories decreased by \$7,384.66. The Congregationalist showed a deficit of \$19,038.92; books, merchandise and periodicals a profit of \$9,574.61; the printing plant a profit of \$32,092.75; Chicago books, periodicals and merchandise a deficit of \$1,445.80

For the year ending February 28, 1921, the total sales were \$1,135,431.31, and the total cost of materials plus expenses \$1,104,329.14, leaving a profit of \$31,102.17. The inventories increased \$42,143.43. Much of this increase was due to new stock which came in just before the close of the year and to the increased value of stock over the previous year, rather than to increased amount of stock. The Congregationalist showed a deficit of \$24,408.75, the Chicago branch a profit of \$29,290.47, the periodicals showed a loss of \$10,442.61 in Boston and approximately \$25,000 profit in Chicago, the books and merchandise in Boston a profit of \$25,626.72, the printing plant a profit of \$42,560.67. None of these figures as to profit and loss by departments for this year include general expense, as is the case with the corresponding figures for last year.

The general expense for the former year was \$35,137.31, for the last year \$41,079.73.

The nearly \$400,000 increase in value of business done during the two years looks encouraging upon its face. As a matter of fact it has been a chief source of embarrassment. The Society has never had sufficient capital with which to do its business and has had to depend too largely upon credit. Since the average charge account is on our books about three months, this increase in the value of business done means that it takes from \$75,000 to \$100,000 more capital to do the business of the Society at present than it did six years ago.

REPORT OF DEPARTMENT OF EDUCATIONAL PUBLICATIONS

SIDNEY A. WESTON, PH.D., *Editor*

This Department is responsible for the publication of all material of a religious educational character, including material for instruction and training, lesson courses (Uniform,

Graded and special), courses and magazines for teachers, papers for children and young people, books of worship and devotion, etc., whether in periodical or book form.

In carrying out this responsibility the Department now publishes the following types of material:

1. Teachers' Magazines

(1) The Church School, a Magazine of Christian Education. This monthly magazine is published cooperatively by the Congregational Publishing Society, the Methodist Episcopal Publication Society, and the Southern Methodist Publishing Society. Its aim is to help pastors, parents, teachers, superintendents, directors of religious education, leaders of young people, and all others who are interested in the program of Christian Education. It was first published in October, 1919, and is already recognized as a leading publication in the field of religious education.

(2) The Pilgrim Elementary Teacher. This is a monthly magazine for parents and teachers of children and superintendents of the elementary departments of the church school. It is now in its fifth year. Although published by our Society alone it is widely used among other denominations who find it an invaluable help in their children's work. It holds a unique place in elementary education.

(3) The Pilgrim Teacher Quarterly. A quarterly publication for teachers of the Uniform Lessons in the intermediate, senior, young people's and adult departments.

2. Courses of study

(1) The Pilgrim Graded Lessons. A completely graded course from beginners' to adult departments with pupils' and teachers' editions for each grade.

(2) The Pilgrim Uniform Lessons. These are issued quarterly for all ages with pupils' and teachers' editions. Included in this series are the Home Department Magazine and the Adult Bible Class Magazine.

(3) Special courses.

a. The Good American Vacation Lessons. Based on Prof. Hutchins' Children's Code of Morals. They aim to define and stimulate Christian citizenship. These lessons

are prepared for Primary and Junior groups; for use in communities where church schools are discontinued; or in church schools which continue in session, but whose attendance is depleted; or for use by churches and communities in week-day religious instruction.

b. The Mayflower Program Book. A week-day course in world friendship for Primary children. Twenty-six complete programs of stories, songs, games and definite suggestions for service. They aim to develop an appreciation of all people near and far who contribute to the child's happiness; to develop a spirit of comradeship and sympathetic helpfulness toward persons less favored; to provide actual practise in service.

c. Teacher Training Textbooks. The Third year of the Standard Teacher Training Course is now in process of publication. This year offers specialized training to workers in different departments of the church school. The proposed textbooks are as follows:

Beginners Units

1. Specialized Child Study
2. Stories and Story Telling (Beginners' and Primary)
3. Beginners' Methods
(Include Practice Teaching and Observation)

Primary Units

1. Specialized Child Study
2. Stories and Story Telling (Beginners' and Primary)
3. Primary Methods
(Including Practice Teaching and Observation)

Junior Units

1. Specialized Child Study (Junior Age)
2. Christian Conduct for Juniors
3. Junior Teaching Materials and Methods
4. Organization and Administration of the Junior Department

Intermediate, Senior and Young People's Units

Separate for each department

1. Study of the Pupil
2. Agencies of Religious Education

3. Teaching Materials and Methods
4. Organization and Administration of the Department

General Course on Adolescence

Same subjects as above, but covering the entire period 12-24 in each unit

Adult Units

1. Psychology of Adult Life
2. The Religious Education of Adults
3. Principles of Christian Service
4. Organization and Administration of the Adult Department

Administrative Units

1. Outline History of Religious Education
2. The Educational Task of the Local Church
3. The Curriculum of Religious Education
4. Problems of Sunday School Management

3. Other Books

The Bible as a Community Book, by Arthur E. Holt.

Talks to Sunday School Teachers, by Luther A. Weigle.

The Cradle Roll of the Church School, by Lucy Stock Chapin.

The Highway to Leadership, by Margaret Slattery.

Worship and Song, revised, with additional worship material.

In process—

The Home Division of the Church School, by Agnes Noyes Wiltberger.

The Rock, a dramatic interpretation of the development of the character of Peter, by Mary Hamelin.

The History of New Testament Times, revised by John K. Moore, (Third year Senior, Pilgrim Graded Series).

4. Religious Education Pamphlets

Issued in popular inexpensive form to meet specific problems.

- (1) How Parents May Help the Church School
- (2) Principles and Methods of Missionary Education
- (3) Shall We Color Cards?

- (4) The Home and the Church School
- (5) The Home Division of the Church School

In addition to this pamphlet the Department has published a complete line of the following material for use in the Home Division of the church school:

The Home Division Plan; Canvassers' Instructions; Enrolment Blank; Home Division Duplex Envelope; Home Division Class Lists; Visitor's Record Book; Visitor's Quarterly Report Card; Superintendent's Record Book; The Home Division Superintendent; Superintendent's Card Index Record.

5. Weekly Papers

- (1) The Mayflower—for children under nine years of age.
- (2) Firelight—for girls nine to twelve.
- (3) Boyland—for boys nine to twelve.
- (4) The Wellspring—for young people of the high-school age.

COOPERATIVE ENTERPRISES

This Department has been directly interested in several very significant cooperative enterprises in the past two years. One is the Working Agreement between the International Sunday School Association and the Sunday School Council which was unanimously adopted by both organizations last year. By the Agreement thus entered into these organizations have joined forces; the competition, overlapping and friction which have prevailed in the past between Association and denominational workers are eliminated and plans are being made for a complete merger of these two bodies early in 1922. As Chairman of the Joint Committee on Reference and Counsel, to which was committed the responsibility for bringing these organizations together, the Editor of this Department has given much time and thought to this project.

Another cooperative enterprise which is developed directly from this merger is the formation of a new Committee on Education in which is brought together all the former educational committees and interests of both organizations.

The appointment of the membership of this committee and its organization was one of the most important tasks of the Committee on Reference and Counsel to which reference has already been made. This new Committee on Education includes within its membership general educators who are interested in religious education, professional religious educators, specialists in various phases and areas of child life, donominational educational administrators and educational promotion workers. This Committee is outlining a program of Christian Education for cooperative interdenominational work. For the first time there will be a unified program prepared in common by those who are directly entrusted with the Christian nurture of the children and youth of our country through the church school.

To finance this cooperative work a special Committee of Six representing both bodies has been appointed to raise sufficient funds through the church schools and interested individuals. This also marks a new era in cooperative work for never before have the official denominational church-school leaders joined with the leaders of the International Sunday School Association in such a campaign.

IMMEDIATE PROBLEMS

1. One of the problems vitally affecting the work of the Department of Educational Publications is the distribution of our literature. To avoid errors and delays in receipt of supplies and confusion in accounts the Board of Directors has placed the subscription and mailing departments under the direction of this Department. This action is in recognition of the unity of the publishing enterprise and the necessity for the coordination of every branch of the service in order that our church schools may have prompt and efficient service. The Secretaries of the Congregational Education Society and the field representatives of the Congregational Sunday School Extension Society are cooperating with us in making our literature known to the church schools and in eliminating the misunderstandings of the past.

2. The Editors of **The Church School** are hoping to make this publication a national magazine of Christian

education issued by an inter-denominational board of editors and publishers and having the close cooperation of the reorganized International Sunday School Association-Sunday School Council. Such a magazine would be the common organ of a united Protestant Christian education movement. The standards and policies of religious education have been developed in cooperation for the last ten years so that to unite in the publication of a magazine of this kind is but another step forward toward more complete cooperation in this field.

3. The International Lesson Committee is now developing a group plan of lessons for Primary, Junior, Intermediate and Senior Departments of the church school. They are based on the principle of one lesson for each age-group instead of a separate lesson for each year. It is hoped that they will be accepted by the schools as a substitute for the present Uniform Lessons.

4. The recognition of the need of more time for religious education has brought to the front the problem of week-day religious instruction and the question of suitable textbooks. We have made a beginning by the publication of "The Good American Vacation Lessons" (Primary and Junior) and "The Mayflower Program Book" (Primary) which provide material for the elementary grades. As a companion book to this volume we have now in process one for the Junior age which will be ready for use October, 1921. "The Pilgrim Elementary Teacher" is running a series of lessons for Primary and Junior groups (July, August and September, 1921) which may be used in week-day classes. In "The Church School Magazine" will appear lessons of similar character for use in classes of high-school age. Through these magazines and other textbooks to be published later the Department of Educational Publications aims to provide our churches and communities with high-grade material for week-day programs.

DR. HAZARD'S ANNIVERSARY

In June, 1919, Dr. Marshall C. Hazard, for twenty-five years Editor of the Congregational Publishing Society, reached the age of eighty years. The Society recognized

this event in his life by the adoption of fitting resolutions and the presentation of an engraved testimonial.

A FORWARD LOOK

Interest in the work of religious education is steadily increasing. The need for high-grade literature as an aid in the development of the program of Christian training is recognized by the churches as never before. The Congregational Publishing Society is the agency for producing and distributing this literature to Congregational churches. The Directors of the Society have put its work squarely on an educational basis and have recognized the educational principle as of primary importance in guiding its affairs. Keeping this purpose paramount and with our organization simplified and unified as it now is, the Society can provide the denomination effectively and economically with the material it needs for its program of Christian education.

THE EDITORIAL STAFF

Sidney A. Weston, Ph.D., Editor; Marshall C. Hazard,
Editor Emeritus

Associates: Margaret Slattery; Frances Weld Danielson;
Eleanor F. Cole; Joyce C. Manuel; Helen F. McMillin

THE CONGREGATIONALIST

HOWARD A. BRIDGMAN, D.D., *Editor in Chief*

The continuation of the type of service rendered for many years to the six thousand churches of our order from Maine to California and the improvement of that service have been the objectives which **The Congregationalist** has held before itself during the last two years. It has been a period when publishing concerns of all kinds have been subjected to phenomenally heavy strains. The paper's major difficulties at present arise from the high cost of mechanical production. The outlay for this item alone during the last biennium has probably been at least \$25,000 larger than during the preceding biennium. Other papers of the same type are in the same situation.

To meet existing conditions, retrenchments were made in both the editorial and business departments, reducing the working staff to a point beyond which it was not ad-

visible to go. Moreover, desirable and contemplated improvements had to be put one side temporarily.

When the Publishing Society found its entire business affected by the high cost of producing all kinds of literary and Sunday school material, the situation was put before the Commission on Missions and the National Council Executive Committee. These bodies suggested a tentative arrangement, to be approved by the Council, transferring the support of the paper from the Publishing Society to the Education Society. The Commission on Missions has also approved a small increase in the percentage for the Education Society from the Apportionment of 1922, with the thought that a portion of it might be utilized as a subsidy to **The Congregationalist**.

Meanwhile the Congregational World Movement had put **The Congregationalist** on the list of objects receiving the contributions of the churches during this coming year and it is hoped that a few thousand dollars will be available from that source. This in addition to retrenchments already effected and the likelihood that the cost of paper and of mechanical production will be lowered somewhat before the close of the year, is ground for hope that the deficit for the year 1921-1922 will be considerably smaller than for the two preceding years.

The Council will be asked to ratify tentative arrangements made by bodies authorized to act for it between sessions, or the Council may prefer to suggest some other method of protecting and strengthening the paper during this critical period. In the purchase of *The Advocate*, payment for which has added to the difficulties of the financial situation, the Publishing Society and the National Council assumed joint responsibilities. The Board of Directors of the Publishing Society would probably not have committed themselves to the step unless the Secretary and the Executive Committee of the National Council had favored and argued for the purchase. Subsequently, the Council itself formally ratified the acquisition of *The Advance* and so practically underwrote the purchase. It has, therefore, a stake and an obligation in the matter, which undoubtedly

it is glad to recognize and which in and through its representative bodies, it has already recognized this past year by suggesting certain tentative measures of relief.

With whichever denominational agency **The Congregationalist** is allied, the important thing is to secure a stable financial basis, so that the purposes for which the paper exists shall be more fully discharged. These purposes include the service first of the local churches of our order, then of the authorized denominational agencies, and then of as many individual members of the churches as possible, through providing a periodical whose weekly visits are calculated to furnish the information, inspiration and practical helpfulness in many fields of Christian thought and endeavor that are essential to the building up of a strong and useful Christian life. No periodical can serve its constituency unless its financial foundations are firm and its business management wise, vigorous and progressive. That in the past the paper has to a considerable degree fulfilled its denominational obligations is evident. The service rendered during the past biennium to the Pilgrim Memorial Fund and the Congregational World Movement are illustrations, while our benevolent societies, colleges and theological seminaries have in one way and another been kept before the public in their own interests and in behalf of the common good. Special Pilgrim Memorial and Congregational World Movement Numbers sent not only to the regular subscribers but to many not on the list, have supplemented effectively week by week publicity. The Tercentenary celebrations and their meaning and value have been registered, not only through special numbers but through frequent articles and editorials during the course of the last two years. The International Council last July was carefully and fully reported. The Roll of Honor which lists churches which have increased the salaries of their pastors has continued to stimulate other churches to do likewise. The number of those thus honoring themselves and doing justice to their pastors reached on Feb. 28, 1921, 1,407.

The future of the paper, quite as much as its past or present status, should be of concern to the Council. So far as corporate action can effect the result, it should be placed on

a basis that will insure not only stability but growth. The cooperation of local pastors and state leaders is more important than ever before in the history of the paper. The circulation of the paper, which stands now at about 18,000 should be increased to at least 25,000. In view of the fact that it has cost more this past year to supply each new subscriber with the paper than the subscriber pays, the campaigns for subscribers have been somewhat less extended and vigorous than in preceding years, yet it is gratifying that last year the number of new subscribers, about 3,800, was larger than the average for the preceding years. But a circulation of at least 25,000 should be and can be reached. To do it will cost money, but many areas throughout the country are not now efficiently cultivated from the circulation point of view. The paper ought to connect more closely with the State Conferences and utilize the machinery of the State Conferences and their good will for the obtaining of subscribers throughout the local churches of a given state. The paper ought to be brought to the attention of the twenty or thirty thousand new members that join our churches every year, among them many young people. If twenty per cent. of these new recruits could be added to the list year by year, it would largely solve the problem of circulation.

On the editorial side the paper has far from reached the limits of desirable development. It still maintains its ranking in the journalistic world, and many evidences are at hand that despite its limitations and deficiencies the paper is highly valued by those who take it and regarded as an important and in some cases an almost indispensable factor in their Christian education and growth. But any paper needs to be improving or it is likely to be retrograding. Materially to better and strengthen the paper requires more money than has been available during these recent trying years. The Congregationalist has to cover so wide a range of interests, to do so many denominational tasks, to appeal to so many different types of subscribers, varying widely in their sectional, theological and sociological sympathies, that it is exceedingly difficult in the limited space available

week by week to make the paper a unified and effective journal.

The Editors believe that the paper on the literary side should pay more attention to the actual situation and needs of the average local churches, and of the average Christian. The paper in the last few years especially, has tended to become a denominational bulletin. It has exploited helpfully and frequently the work of the missionary societies and of our various commissions and other agencies and to some extent, our schools and colleges. The effort now, without in any way abating that service to our Congregational institutions, should concern itself more with the life of the local church and the interests and needs of the average person.

The editors have in mind improvements and enrichment of the paper along the following lines.

1. A series of monthly supplements which would gather up and present more fairly the vital church news from the great household of churches. At present the space does not permit us serving the broad constituency of Congregational churches as could be done through a system of weekly state broadside or an occasional monthly four-page or eight-page regional supplement.

2. A series of numbers centering on in succession a single problem of the local church, as for example a

Work for men number

A work for boys number

A free pews number

A church building and parish house number

A ministerial recruiting number

A Sunday evening service number

A woman's work in the church number

A preacher's number

A church music number

A devotional number

A laymen's number

A church school number

A theological number

3. Every week a wholesome, live, entertaining story or chapter of a serial.

4. Amplification of the Christian World Department, making it more thoroughly representative of activities and tendencies outside our denomination.

5. At least one outstanding article every week from some notable religious leader, or if not from a leader, an article which in its own contents would arrest exceptional attention.

To carry out a program like this would cost perhaps five to ten thousand dollars more for the coming year. The present makers of the paper have no desire to spend money extravagantly but they believe that the denomination would rather pay five or ten thousand dollars more a year for an enriched and strengthened paper that because of its own distinctive qualities and because of a systematic, persistent circulation propaganda, shall find its way into many homes where it does not now go.

The Congregationalist is the one weekly link between the widely scattered churches of Congregationalism. It is the one channel through which important information and incentive go weekly to the ministers and the key men and women in the churches. Even in these abnormal times, when the cost of production is exceptionally heavy, the deficit for the last biennium is relatively smaller than that of other publicity and cultural organs of the denomination. Despite the phenomenal difficulties encountered during the last two years, it has been carrying week by week news and good cheer to groups of Congregationalists in every state of the Union and in twenty-five foreign countries. If it were subtracted from the life of the denomination or its literary quality impaired, a potent influence for unity and progress would be withdrawn. The cost of maintaining it is a relatively small item in the total denominational budget. Whatever the agency to which the Council sees fit to commit the paper's maintenance during the next biennium, the essential thing is that the paper should move forward and fulfil more worthily its great mission.

THE BUSINESS DEPARTMENT

TOTAL INCOME

It will be noted that the total income as shown in the

following statements increased from \$921,249.33 in the previous year to \$1,099,822.90.

Income by Departments			
	Boston	Printing Dept.	Chicago
1919-20	\$516,044.07	\$174,537.92	\$231,612.14
1920-21	580,536.19	252,416.17	266,870.54

It will thus be shown that each department has shown a substantial increase in the total income for the year.

The net profits of all departments have increased from \$21,182.62 in 1919-20 to \$31,102.17.

The Accounts Receivable were on February 28, 1920, \$103,934.13 and on February 28, 1921, \$101,460.67. The total indebtedness on December 31, 1920, was \$218,151.58. On February 28, 1921, it was slightly increased, so that the amount was \$222,864.01, this difference having been caused by notes given for merchandise account.

The Business Manager having severed his connection with the Society, and the Board having decided not to employ a new Business Manager, it becomes my duty to make the foregoing report.

On assuming charge of the Business Department as your Treasurer on January 1, 1921, I found as one of the first problems on accumulation of unpaid bills running back over many months, amounting on December 1, 1920, to approximately \$110,000. It was very gratifying to be able to say that our income has been such that every dollar of that amount was paid in full before March 1st, and all our expense bills and bills for the Plant and many other accounts brought up fully to February 1st, so that at the close of the fiscal year the financial condition of the Society presented a much more hopeful appearance.

The Board voted to install a new accounting system in the Bookkeeping Department, and an expert accountant has been employed as auditor to be with us each month and gradually work out with the Treasurer the improvements desired.

I have been endeavoring to follow up carefully each complaint and bring our system into such shape as to give the service to which our constituents are entitled.

J. B. ROBSON, *Treasurer*

CONSOLIDATED BALANCE SHEET AS AT FEBRUARY 28, 1921

Assets

	Boston	Pilgrim Press	Chicago	Total
Accounts Receivable	\$ 49,058.71		\$38,865.82	\$101,460.67
Cash	8,890.11	\$ 13,536.14	1,500.00	10,670.11
Office Fur. & Fix.	5,468.88	280.00	6,939.79	13,337.55
Machinery & Equipment		928.88		84,089.36
Postage Deposit		84,089.36	50.00	50.00
Excess Charge Chicago			7,173.72	7,173.72
Inventories	122,471.97	29,558.29	35,683.12	187,713.38
Deferred Charges			862.83	862.83
Prepaid Insurance	219.11		162.39	381.50
Cong'lst Investment	60,000.00			60,000.00
Advance	5,000.00			5,000.00
Investment Fund	34,601.75			34,601.75
	<u>\$285,710.53</u>	<u>\$128,392.67</u>	<u>\$91,237.67</u>	<u>\$505,340.87</u>

Liabilities

Capital Account	\$ 48,364.57		\$105,318.74	\$153,683.31
Vouchers Payable	54,244.22		248.28	54,492.50
Bills	65,000.00			65,000.00
Notes	46,419.79	\$58,000.00		104,419.79
Prepaid Subscriptions	42,921.15			42,921.15
Reserve Bad Accounts	1,999.44	4,205.86	7,490.98	13,696.28
Amortization			4,636.33	4,636.33
Surplus		35,389.34		35,389.34
Profit	31,102.17			31,102.17
	<u>\$290,051.34</u>	<u>\$97,595.20</u>	<u>\$117,694.33</u>	<u>\$505,340.87</u>

STATEMENT OF BUSINESS EARNINGS—BOSTON, CHICAGO AND PLANT

Year ending February 28, 1921.

	Boston	Plant	Chicago
Merchandise Sales			
Periodical "			
Cong'l'st			
	\$580,536 19	\$252,416.17	\$266,870.54
Total Sales			
Cost of Mfg. Merchandise			
" " Periodicals			
" " Cong'l'st			
Cost of Stock Sold	400,227.33	117,431.01	183,031.09
Profit on Sales	<u>\$180,308.86</u>	<u>74,985.16</u>	<u>83,839.45</u>
Expenses			
Congregationalist			
Editorial Salaries & Exp.			
Selling & Mailing			
Postage			
Advertising			
	57,509.28		
Periodicals			
Editorial Salaries & Exp.			
Selling & Mailing			
Postage			
Advertising			
	73,653.12		

Merchandise

Editorial Salaries & Exp.	1,304.20		
Selling & Mailing	52,532.76		
Advertising	4,534.14	58,371.10	
General Expenses		10,296.93	8,918.39
" Salaries		23,610.93	23,772.89
Advertising			5,414.50
Postage			7,154.68
Telephone & Telegraph		1,012.38	328.42
Selling & Mailing			6,305.34
Interest		700.91	
Teaming at Plant		2,600.00	
	230,613.23	28,564.32	51,894.22
Gross Profit		46,420.84	31,945.23
Gross Loss	50,304.37		
Written off		4,500.00	2,668.71
Reserve for Doubtful Accts.			
Add Other Income			
Investment Fund	499.85		
Disc. on Purchases & Allow.	639.92	639.83	
Suspense Items	5,691.99		
Exchange	2,723.64		13.95
	9,555.40		
Net Profit		\$42,560.67	\$29,290.47
Net Loss	\$40,748.97		

